

Sustainability Policy

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Andy Mellors
Managing Director



Our services help to create strong, vibrant and sustainable local economies. We will deliver these in a manner that is safe, accessible, efficient, resilient and environmentally responsible. Our aim is to provide a sustainable alternative to car and air travel, whilst delivering positive change for our customers, communities, employees and our environment.

In the delivery of our services and the development of innovative transport solutions, SWR is committed to sustainability, environmental protection and compliance. We will take account of the sustainability impacts of what we do at the earliest stage of planning and monitor our impacts to help us to continually improve our approach and sustainability performance.

Responsibility

This Policy is applicable to all SWR operations including our supply chain and tenants. Directors, management and supervisory staff across our business have responsibility to lead the delivery of our Policy. SWR will ensure that all colleagues are equipped and supported to deliver our Policy.

Our commitment to continuous improvement and transparency

We will measure our sustainability performance and seek feedback on our success from interested parties to help us improve and focus our efforts on our most material issues.

Our sustainability aims

- **Communities and Engagement** – We will support the communities we serve through better understanding, engagement and investment
- **Sustainable Transport** – We will provide reliable, inclusive, accessible and safe end to end travel solutions, and will work with our partners to increase and promote sustainable transport
- **Employer of Choice** – We will be a diverse and inclusive employer of choice that respects, encourages and develops its workforce, so that SWR is a great company to work for
- **Innovative Technology** – We will adopt new technologies to deliver a railway that is an innovator and trendsetter for generations to come
- **Energy & Resources** – We will minimise our impacts and improve our performance through waste reduction, recycling, efficient resource use and long-term reductions in energy use and carbon emissions
- **Reducing our environmental impact** – We will work to prevent the pollution of water, air and land, and loss of biodiversity that could result from our business operations
- **Building climate resilience** – we will work with our partners to understand the impacts of extreme weather and climate change on our operations and customers
- **Supply chain** – We will work with our supply chain to consider the sustainability impacts of the goods and services we buy across their whole lifecycle and establish minimum standards in relation to these

This policy will be reviewed by senior management annually or following major organisational change to ensure it remains aligned with our vision. This policy aligns with FirstGroup Environmental Policy (dated July 2018) and will be communicated and accessible to our colleagues and available to third parties as relevant.



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